



***JOB PLACEMENT SERVICES  
VENDORS & COMMUNITY PARTNERS***

***NEW HAMPSHIRE VOCATIONAL  
REHABILITATION  
Concord Regional Office  
2013***



*Providing services since 1931*

## **Your Success is Our Mission**

New Hampshire Vocational Rehabilitation – NHVR is the leader in disability-related employment solutions. Our staffs focus on improving your professional opportunities by working with you, and for you. After all, your success is our primary goal.

Eligibility for NHVR services requires a physical or mental disability that is supported by a diagnosis from a doctor, psychologist, or licensed professional. Your disability must keep you from preparing for employment, advancing in your field of work, or satisfactorily performing current job duties.

**Individualized Support** – NHVR staffs will work with you to develop an Individualized Plan for Employment. Based on your interest, Needs, and capabilities, our services will assist you in making informed choices that meet the goals of your professional Plan.

### **Services may include:**

- **Evaluation** – Medical, psychological, educational, professional
- **Vocational Guidance** – career assessment in order to unify your skills with your abilities
- **Counseling** – adjustments to living and working with your abilities
- **Restoration** – treatment or referral services for medical, physical, and psychological issues
- **Training** – on the job, job coaching, job mentoring, and academic advancement
- **Employment** – resume revision, interview strategies, job referrals, placement assistance, and follow-up
- Accommodations – adaptive aids, assistive technology, worksite evaluations, and ADA issues

For more information about New Hampshire Vocational Rehabilitation visit:

[www.education.nh.gov/career/vocational](http://www.education.nh.gov/career/vocational)

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For information about NHVR contact your local office or our Administrative Office at:

<http://www.education.nh.gov/career/vocational/contact.htm>

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*Business NH Magazine* and the *NH Association of Chamber of Commerce Executives*  
2012 Business Assistance Organization of the Year

*Providing services since 1980*



Granite State Independent Living (GSIL) is an award-winning, statewide nonprofit organization with a mission to promote life with independence for people with disabilities and seniors through advocacy, information, education and support. GSIL has more than 25 years of experience in the employment field making successful job placements throughout NH. In addition to job placement professionals, GSIL has certified benefits professionals to help properly manage state and federal benefits as one's earnings increase. GSIL is also a large NH employer that creates numerous jobs and has openings throughout NH in the social service and home care fields. Other services provided by GSIL include personalized home care and connection to community resources.

GSIL's employment services include:

- **Job Placement and Employment Guidance:** help identifying and presenting your strengths, and help networking and developing relationships with local employers to find the best job opportunities that are a match for you
- **Benefits Planning:** counseling to properly manage state and federal benefits
- **Employer Consultation:** assistance with recruitment and retention needs
- **Student Services:** help making the transition from high school to a career
- **Application Assistance:** help with presenting to potential employers through resume development, interview training, and assistance filling out applications
- **Experiential Training:** learn about certain job positions through job shadows and informational interviews and then learn the tasks of a new job with job coaching
- **Job Accommodations:** help making your work environment work for you

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For more information about GSIL please go to [www.gsil.org](http://www.gsil.org), or [www.nhatwork.com](http://www.nhatwork.com) or please contact us at: 603-228-9680 or [nhatwork@gsil.org](mailto:nhatwork@gsil.org).

GSIL serves the greater Manchester, Concord, Lakes Region, Nashua, Portsmouth, Lebanon, Berlin, Littleton, Conway and Keene areas and has regional offices statewide.

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GSIL's Awards and Public Recognition include:

- 2010 Pinnacle Award Non-Profit of the Year, Concord Chamber of Commerce
- 2010 Year of Service Award, Citadel Broadcasting / WOKQ
- 2009 Corporate Fund Award for Excellence in Nonprofit Management
- 2009 NHBR Business Excellence Award –Nonprofit

GSIL has affiliations with the National Council on Independent Living, New Hampshire State Rehabilitation Council, New Hampshire Rehabilitation Association, New Hampshire State Independent Living Council and Private Provider Network.

*Providing services since 2001*

## Career Visions

**Agency Mission:**

To provide information and support to individuals seeking employment  
To provide access to a diversified New Hampshire business community

**Population Served:**

All individuals referred through NHVR.  
Services for the Blind and Visually Impaired (SBVI)  
Deaf and Hard of Hearing Services

**Services Provided:**

Job Placement  
Supported/Non-Supported Employment  
Labor Market Analysis  
Job Shadows  
Task Analysis

Job Development  
School to Work Transition  
Informational Interviewing  
Situational Assessments  
Resume Writing

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**Contact:**

Career Visions  
Attn: Carrie Dudley  
75 South Main St. Unit 7 PMB 270  
Concord, NH 03301  
(603) 520-8195  
[careervisions1@aol.com](mailto:careervisions1@aol.com)

**Geographic Areas Served:**

Portsmouth Regional Office Area  
Concord Regional Office Area  
Manchester Regional Office Area  
Nashua Regional Office Areas

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**Certifications:**

Association of Community Rehabilitation Educators (ACRE). Certified, 2010  
Certified Employment Support Professional (CESP) 2012



## About Goodwill

Goodwill Industries of Northern New England provides innovative services that eliminate barriers to opportunity and help people in need reach their fullest potential through the power of work. A social enterprise for over 100 years, Goodwill reflects economic, social and environmental sustainability, with a focus on connecting people to marketplace employment. Our programs are funded by revenue from our 26 retail stores, grants, fees, and financial gifts.

### We'll help you succeed with:

- **Career Exploration**
- **Resume Development**
- **Interview Strategies**
- **Job Referrals and Placement**
- **Application Assistance (including on-line applications)**
- **Job Coaching and Mentoring**
- **Academic Advancement**
- **Assistance connecting with co-workers**
- **Workplace Accommodations**

Goodwill regularly analyzes the performance of our programs by tracking and reporting efficiency and effectiveness outcome measures. Goodwill recently received its ninth Three-Year accreditation from CARE, Commission on the Accreditation of Rehabilitation Facilities.

The CARF Three-Year accreditation represents the highest level of accreditation that can be awarded to an organization and shows the organization's substantial conformance to the CARF standards. An organization receiving a Three-Year Accreditation has put itself through a rigorous peer review process and has demonstrated to a team of surveyors during an on-site visit that its programs and services are of the highest quality, measurable, and accountable.

For more information about Goodwill Industries of Northern New England go to:

[www.goodwillnne.org](http://www.goodwillnne.org)

## COMMON GROUND/NORTHERN HUMAN SERVICES

24 Lancaster Road  
Whitefield, NH 03598  
(603) 837-9547

*Providing services since 1994*

**Common Ground, a program of Northern Human Services** – with offices in Whitefield, Littleton, and Woodsville, NH – serves individuals with intellectual disabilities. Services provided include Vocational, Residential, “In the Community (Day),” and Student Services.

### **Vocational services include assistance with the following:**

- Assessing interests, skills, and career goals
- Resume writing
- Development of interview skills
- Completing job applications
- Locating potential job opportunities, with follow-up as appropriate
- Pre-employment screening questionnaires
- Initial hiring paperwork
- On-going support and assistance around job retention skills.

Common Ground staff work in conjunction with the individual’s teams – including families, friends, home providers, and staff – as we work together to share ideas, utilize connections, generate enthusiasm, and “help make things happen” for individual job seekers and supported employees. We also seek to develop strong working relationships with local businesses and organizations. Community partners include New Hampshire Employment Security and New Hampshire Vocational Rehabilitation.

### **Eligibility for services:**

To qualify for funding for NH Developmental Services, an individual (adult age 21 or over) must have a developmental disability as defined by [He-M 503b.05](#), or in the case of traumatic/acquired brain disorder by [He-M 522](#). Certain cases may require further evaluation to determine eligibility, and Common Ground may have a licensed psychologist talk to you or conduct some tests to get a better sense of your needs.

Common Ground/NHS is also a Community Resource Provider (CRP) for New Hampshire Vocational Rehabilitation, receiving referrals (both students and adults) directly from them. In addition, Common Ground/NHS Student Services contracts with area schools to provide vocational and other services to students.

**Link to Agency Websites:** [www.northernhs.org](http://www.northernhs.org); [www.commongroundnhs.net](http://www.commongroundnhs.net).



*Providing services since 2001*

**OUR MISSION: To Empower, Educate and Advocate for Equal Access and Opportunity for Deaf and Hard of Hearing Citizens of New Hampshire.**

Northeast Deaf and Hard of Hearing Services, Inc. (NDHHS) provides an array of services one of which is Employment supports. We are committed to the provision of services in a culturally sensitive environment, which promotes independence and productivity. We are sensitive to the communication needs and rights of people who are Deaf and Hard of Hearing and are able to meet the consumers' preferred mode of communication.

NDHHS Job Developers and Job Coaches are users of American Sign Language (ASL) giving the customer direct communication access without the need for interpreters. All NDHHS staff is knowledgeable in all types of hearing loss including Culturally Deaf, deaf, Oral Deaf, Hard of Hearing, Late-Deafened, Deaf-Blind and Cochlear Implant Users.

**Employment supports provided using your preferred mode of communication with fluent American Sign Language users.**

**Services may include:**

- **Networking** – the benefit from the Job Developers network and gain support on how to make connections of your own
- **Employment Packet** – development and revision of employment seeking tools including a resume, cover letter, reference sheet and mock application.
- **Job Search Support** – education on available websites and resources available and how to effectively use them
- **Interview training** – education, training and role plays related to a productive and successful interview.
- **Job Training** – on the job, job coaching and job mentoring all using staff skilled in ASL
- **Employer Training** – sensitivity training and American Sign Language classes provided to colleagues and supervisors.
- **Accommodations** – adaptive aids, assistive technology, worksite evaluations, and ADA issues. Support and resources provided as well as education for future self-advocacy.

For more information about Northeast Deaf and Hard of Hearing Services, Inc. go to:  
[www.ndhhs.org](http://www.ndhhs.org)

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*Providing services since 2010*

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*Endeavors Employment Services, LLC*

[www.endeavorsemploiment.com](http://www.endeavorsemploiment.com)

## **OUR MISSION:**

Endeavors Employment Services, LLC was established to aide consumers trying to obtain employment in New Hampshire by matching their skills to the needs of local employers. We work directly with the consumer on a one-on-one basis to provide the highest quality of service possible! Endeavors also work with graduates and current students who wish to become employed.

## **SERVICES:**

- ◆ resume preparation
- ◆ assisting in completing a sample application to use in the consumer's actual job search
- ◆ the preparation of both cover and thank you letters
- ◆ mock interviews with actual employers
- ◆ job shadowing experiences
- ◆ job development and placement
- ◆ on the job support to ensure a successful outcome for all our consumers

After meeting with a consumer, it is quite common for Endeavors to prepare sample applications and resumes. Endeavors will utilize the internet, as well as company contacts and various agencies to find the best job match possible.

## **Our commitment to YOU:**

Endeavors Employment LLC is owner operated ensuring you get the right attention to your personal job search. By focusing on YOUR strengths, you can be confident that you will be represented as a capable person with value in the workplace.

Be assured that with the amount of experience Endeavors brings to the employment table, we are familiar with what consumers may experience upon re-entering the work force.

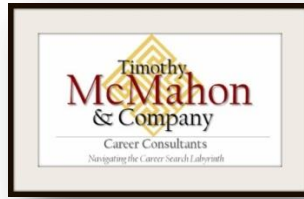
**Managing Partner: Rodney A. Allard**

603-396-5332

[Rodney@endeavorsemployment.com](mailto:Rodney@endeavorsemployment.com)

[www.endeavorsemployment.com](http://www.endeavorsemployment.com)





**Timothy McMahon & Company** ... assists clients in the following areas:

- Job Development (finding and winning offers for the best job opportunities)
- achieving a successful Career Change and “Encore” Careers
- starting and launching a New Business (self-employment)

**If you're job searching or looking for a new career, we'll help you...**

- develop a career and networking job search plan and create a powerful resume that presents you at your very best.
- prepare you to interview like a pro and support you every step of the way with active coaching

**If you're thinking about starting your own business, we'll help you...**

- evaluate your potential for success and create a top flight business plan
- develop a winning marketing and sales strategy
- navigate regulations, and teach you what you really need to know to succeed

**Expertise:** Our clients come from many varied walks of life and careers. Some of the fields in which we offer specific expertise include:

- hi-tech – engineering, IT, computer software, hardware, and networks
- sales and marketing, customer service, and training, project management, construction
- web and graphic design, office support and administration

**Agency Website:** [www.timmcmahon.us](http://www.timmcmahon.us)

**Contact Information:** Telephone: (603) 262-3949, Email: [tim@timmcmahon.us](mailto:tim@timmcmahon.us)

**Geographic area served:** Job Development Services in So./Central New Hampshire;  
Self Employment Services statewide

**Other Information:**

- Location: Merrimack, NH
- *Certified Employment Support Professional (CESP)*



## *Work Opportunities Unlimited Inc.*

**Work Opportunities Unlimited** has been in business since 1982 and we currently provide services in New Hampshire, Maine, Massachusetts, Rhode Island, Vermont, Maryland, Washington D.C., and Florida.

Helping you prepare, find, and keep a career minded job is our goal as we work for you. “We create new opportunities for success in the workplace, everyday” is not simply our Mission Statement, but the way we provide services. Work Opportunities Unlimited is an outcome based company that knows how to mirror business and industry expectations. We create lasting relationships with you and employers, so everyone is successful and satisfied with achieving their employment goals.

We measure our success on your **Achieving** the goals you set. These include number of hours you want to work, amount of pay you want to make, type of work you want, and type of environment you desire to work in. Our steps for achieving successful outcomes are as follows:

### **Prepare for Job Search**

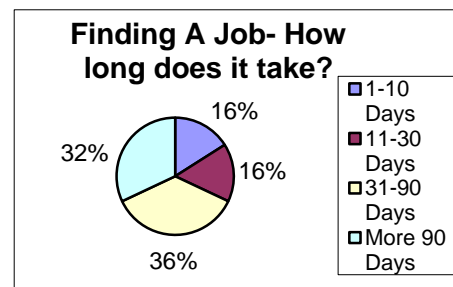
- Interview training
- Application writing
- Resume development
- Appearance/Hygiene training
- Job Club
- One-Stop Career Center Access
- Job tours/shadows
- Work Assessments

### **Obtain a Job**

- Place-Train-Support
- The Hidden Job Market
- Advocate & Consultant
- Job Carving
- Corporate Partnerships
- Business to Business Relationships

### **Retain a Job**

- Match skills and interests to job requirements
- Retention Planning
  - Employer Expectations
  - Client performance relative to expectations
  - Interventions implemented to meet expectations
- Transportation Training



### **Contact Information**

Please view our website for further information and details about locations –  
[www.workopportunities.net](http://www.workopportunities.net)

**Serving the Greater Manchester, Derry, Salem, Seacoast, Dover, Concord, Lakes  
Region, Plymouth areas**

## EASTER SEALS NH Workforce Development Services

*Providing services since 1974*



Easter Seals is the most comprehensive statewide non-profit organization. Last year ESNH served nearly 23,000 individuals of all ages and provided more than \$4.1 million dollars in free and reduced-priced services to children, adults and seniors in need. For more than 26 years, the National Health Council named Easter Seals #1 for the percentage of program dollars spent on direct client services. We spend 90 percent of every dollar on programs and services in NH.

***Our Mission:*** Easter Seals provides exceptional services to ensure that all people with disabilities or special needs and their families have equal opportunities to live, learn, work and play in their communities.

***Population Served:*** ESNH Workforce Development provides vocational services to Adults with disabilities; Veterans through the *DCSP* program; and the *Access To Recovery (ATR)* program for those recovering from substance abuse problems.

***Services Provided:*** ESNH Workforce Development assists our customers along with our internal program recipients through Community Based Services, Farnum Center, Robert B. Jolicoeur School, Easter Seals residential facilities and School to Work programs with services consisting of vocational evaluation and assessment, resume preparation, job placement services, interviewing skills and on-site job coaching skills.

Please visit our website at: [www.eastersealsnh.org](http://www.eastersealsnh.org)

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Easter Seals NH services all of New Hampshire. Our main office: 555 Auburn Street, Manchester, NH. (800) 870-8728 (toll-free), (603) 623-8863 (voice/TTY), (603) 625-1148 (fax)

**Easter Seals Workforce Development has offices at the following locations:**

**Bow:** 603-226-3791      **Keene:** 603-355-1067      **Lebanon:** 603-443-9760  
**Manchester:** 603-623-8863      **Merrimack:** 603-262-9383      **Nashua:** 603-889-0735  
**Stratham:** 603-775-0195

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**\* Named the 2010 Non-Profit Business of the Decade by *Business NH Magazine***

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*Providing services since 2012*

## **Kathleen Wichland, Autism Spectrum Disorder Specialist & Job Developer**

Providing personal and professional support to adolescents and adults on the Autism Spectrum

**Agency Mission:** To provide each individual with the skills to lead productive, independent lives.

**Population Served:** Adolescents and adults on the Autism Spectrum

**Services Provided:** Personal support, professional guidance, and job development

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Contact me through email: [kwichland@gmail.com](mailto:kwichland@gmail.com)

Geographic area served: Concord, and Keene Regional Office Areas

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Affiliations: American Psychological Association, member since 2012



*Rehabilitation Services Associates*

*Providing services since 2012*

**Agency's Mission.** To provide high-quality vocational rehabilitation and job placement services to persons with disabilities

**Population Served:** Persons with disabilities referred through NHVR

**Services Provided:**

- Job Placement Job Development
- Supported Employment
- Labor Market Analysis
- Informational Interviewing
- Resume Writing

**Link to Agency Website**<http://www.rsarehabservices.com>

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**Preferred means of contact:** Telephone 603-428-7383

**Geographic area served:** Concord and Keene



*Connecting Individuals with Disabilities to Their Community*

## About Community Bridges

Community Bridges advances the integration, growth and interdependence of people with disabilities within their home communities. By managing a support network of community resources, Community Bridges matches individuals with disabilities to opportunities that help them realize their greatest potential through an individualized plan.

Serving individuals with disabilities of all ages and financial backgrounds, Community Bridges is a not-for-profit organization that solidifies funding and fosters relationships with a trusted network of organizations throughout the community to ensure the best opportunities for individuals in the areas of Early Childhood Services, Residential and Day Services, Career Development, Homecare Services, Self-Directed Services, and Individual and Family Support. For more information call 603-225-4153 or visit [www.communitybridgesnh.org](http://www.communitybridgesnh.org).

<http://communitybridgesnh.org>

## Services Provided

Career Development Services include:

Resume' Development	Career Assessment
Job Development	Job Coaching
Informational Interviewing	Job Shadowing
Labor Market Survey and Analysis	Task Analysis
Accommodation Planning	School to Work Transition

## Geographic Area served

Merrimack County and the towns of Weare, Deering and Hillsborough [Local Area #4]

## Contact Information

For more information about Community Bridges' Career Development Program, **call 1-800-499-4153 and ask to speak with a Career Development Program Coordinator.**

## Awards

**2012 The Corporate Fund Dunfey Award – Excellence in Non-Profit Management**

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2 Whitney Road, Concord, NH 03301 1-800-499-4153 (603) 225-4153 Fax (603) 225-0376

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Laurie Vachon, LRCS Associate Director

Laurie has worked for LRCS for 23 years and has been dedicated to the development of career opportunities for the individuals supported through LRCS, local high school students and referrals from Vocational Rehabilitation. She has extensive experience in job development and small business development. Laurie was recently awarded the NH Business Review Retail Entrepreneur of the year for 2012. Laurie oversees employment services provided through LRCS.

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Geographic Area served: Concord Regional Office Area, Berlin Regional Office Area,

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Years of Experience:	23 years
Awards/Recognition:	NHBR 2012 Excellence in Retail Entrepreneur
Years with Agency:	23 years
# of Customers Served last year:	Oversight of employment services for 45 individuals
Education:	BA Psychology, MBA Courses
Training/Certifications:	Small Business Developer ACRE Certified Work Incentives Specialist Certified Employment Support Professional Business Owner

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Contact Information	Laurie Vachon, Associate Director of LRCS PO Box 56 Plymouth NH 03264 <a href="mailto:lauriev@lracs.org">lauriev@lracs.org</a> 603-996-3976
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***JOB PLACEMENT SPECIALIST***

***&***

***JOB DEVELOPER***

***NEW HAMPSHIRE VOCATIONAL REHABILITATION  
Concord Regional Office  
2013***



## **Judy Allen, Job Placement Specialist**

### **Easter Seals NH**

Judy started working with Easter Seals in 2005 as a Direct Support Professional; in 2006 she was promoted to Team Leader and Day Program Coordinator where she started employment services which then transgressed into the Job Placement Specialist position in 2010. Judy specializes in the Supported Employment Clientele. Judy has the ability to open doors where other developers may find walls. She has a deep understanding of the Concord and Lakes Region area and has developed hundreds of sites where people are currently working. Judy is able to provide tailored services to each customer's unique interests and abilities by working with employers to develop and create jobs to gain independence. Judy supports each customer on an individual basis, focusing in on their skills and assisting them with learning new skills. She assists the employers with carving the positions to meet both the employer's needs and her customer's needs. Judy also specializes in working with other agencies and CRP's to assist in the long term success of a customer's placement. This approach has led to many successful placements and created trusting relationships with the employers in which she supports.

**Geographic area served:** Concord and Lakes Region

**Years of Experience:** 6

**Years with Agency:** Since May 2005

**Education:** Bunker Hill Community College  
College of Direct Supports

### **Trainings/Certifications:**

- Easter Seals NH Workforce Development Job Placement Specialist Training Series – 2011
- ACRE Certified – 2011
- Certified Employment Support Professional (CESP) – 2012
- Employment Consulting and Workplace Support Training – 2011
- Creative Job Development for People with Significant Disabilities
- Access to Recovery Training Series
- Truth, Tact and Utility: A Writing Workshop-Institute for Community Inclusion
- Deployment Cycle and Support Training
- Funding for Employment Services in New Hampshire – GSIL

**Awards/Recognitions:** New Hampshire Direct Support Professional of the Year Nominee, 2008

Judy Allen, Job Placement Specialist  
1 Garvin Falls Road  
Bow, NH 03301

**Sean Downing, Job Placement Specialist/Worksite Instructor****Bio:**

Sean is new to the Easter Seals family but in a short time proven his excellent work ethic and desire to work within this field. He has been working as a worksite instructor and quickly promoted to take on a caseload for Job Development. As a worksite instructor he provided our customers with the resources and support that they needed on the job, and moved seamlessly into the JPS position. He provides customers with the tools and knowledge to find and maintain gainful employment and work with all disabilities and Veterans in the area. He has a history of working in the Security Field and a Degree in Criminal Justice. He has a strong desire to work with those that may have a barrier to employment due to a criminal history or incarceration and believes that this population is underserved. He also participates in community events such as Chamber events and networking functions.

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Geographic Area served: **Hillsboro and Merrimack County as well as surrounding areas.**

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Customer Eligibility Requirements: **NVHR Referral**

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Years of Experience: **1**

**Education:**

**Plymouth State University, Bachelors of Art, Criminal Justice, 2011**

**Training/Certifications:**

**Easter Seals Work Force Development Job Placement Specialist Series**

**Contact Information:**

**Sean Downing  
1 Garvin Falls Road  
Bow, NH 03304**

## **Pier M. Brown, Workforce Development Supervisor**

Easter Seals NH

Pier started working with Easter Seals of NH in March of 2011 as a job developer; in September of 2011 she became Workforce Development Supervisor for the Seacoast Region of NH.

Pier's unique approach to job developing comes from working with diverse populations in social service agencies in several New England states, including homeless outreach and elderly nutrition programs in NH. Her past experiences include direct support and job coaching. Pier has been a behaviorist in the Lakes Region and a tutor for several Seacoast NH school districts. Believing that people deserve the chance to demonstrate their potential and have the right to make choices in their lives, allows Pier to empower individuals in their job search efforts. Pier believes in everyone she serves, and helps them find and maintain meaningful employment, across many occupations within her network of business contacts.

Pier regularly attends networking events and Chamber of Commerce events throughout the Seacoast, and is well connected with area businesses, with a goal of gaining more connections every day. Pier is also connected with Greater Manchester area.

**Geographic area served:** Seacoast NH and Greater Manchester

**Years of Experience:** 10 +

**Years with Agency:** Since March 2011

**Education:** University of New England BS Social Work and Psychology

**Languages:** American Sign Language and French

### **Training/Certifications:**

Easter Seals NH Workforce Development Job Placement Specialist Training Series- March 2011

ACRE Certified -February 2012

Therapeutic Crisis Intervention Training & Non-Violent Crisis Intervention Training

Employment Consulting & Workplace Support- UNH Institute on Disability

Truth, Tact, & Utility: A Writing Workshop- Institute for Community Inclusion

Access to Recovery: Addiction 101, and Military Culture- October 2011

**Pier M. Brown, Workforce Development Supervisor, Easter Seals NH**

Gail Sederquest, Employment Specialist, Goodwill Industries of Northern New England

Gail came to Goodwill Industries in 2003 and has many years' experience in the banking industry and staffing services. Those work experiences have given her an array of partners and local businesses to work with and assist her in successful placements and services for her customers.

Gail has a commitment to providing exceptional customer service not only to her customers, but their families and the employers she works with. Each customer is treated in a unique and respectful manner and Gail works with them to ensure they identify and obtain their employment goals and meet their individual needs.

Gail actively participates in many local communities and regularly attends job fairs and expos, Chamber of Commerce and other community networking events. Gail is a member of the Greater Concord and Manchester Workforce Coalitions, a former board member of the New Hampshire Retail Association, and a current board member of the New Hampshire Rehabilitation Association. Gail also works as a support group facilitator for the Brain Injury Association of New Hampshire.

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Geographic Areas served:

Concord, Nashua, Manchester

Years of Experience: 10

Years with Agency: 9

Education: Merrimack College

Courses toward Bachelor of Science – French Literature

Training/Certifications:

Employment Specialist/University of Maine

Employment Consulting and Workplace Supports

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Gail Sederquest, Employment Specialist  
Goodwill Industries of Northern New England  
200 North State Street  
Concord, NH 03301

*Providing services since 2010*



## **Tim McMahon, Principal, McMahon & Company**

Tim McMahon is a highly experienced, professional career coach and entrepreneur coach with more than 25 years in senior management with corporations including IBM and Dun+Bradstreet/Sales Technologies. He is the bestselling author of five books including *The JobSeekers FAQ – The Guide to 21<sup>st</sup> Century Job Search Success*. In addition he is a contributor to leading business publications (The Wall Street Journal, Fortune, Forbes ...), has appeared on CNN and CNBC International, and is highly respected international motivational speaker.

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### **Geographic area served:**

- Job Development Services: Southern/Central New Hampshire
- Self-Employment Services: Statewide

**Education:** B.A., MBA, Ph.D. (candidate) - Indiana University

**Certifications:** Certified Employment Support Professional (CESP)

### **Customer Comments:**

*"I have been extremely happy working with Tim. He has been very, very helpful. I decided to go with him because in speaking to him, he had very specific thoughts about my job search -- thoughts that resonated. He has been a great combination of supportive, inspiring, and practical -- just what I was looking for." – K.P.*

### **Contact Information:**

Tim McMahon  
Timothy McMahon & Co., Merrimack, NH

**Judy Sanderson**, Director of Employment Services, Granite State Independent Living

Judy has worked in employment services for individuals with disabilities for over 25 years including private non-profit agencies, Area Agencies and the Disabilities Rights Center (DRC). She has worked for Granite State Independent Living (GSIL) for the last 15 years in their Employment Services department. Judy believes it is vital to get to know what is important to each person she assists with employment services. This includes identifying the person's full range of strengths, interests and potential areas for finding work. She has helped individuals obtain a wide range of jobs from entry level food service positions to senior financial positions.

Judy regularly attends the Workforce Development Coalition meetings, vendor meetings and trainings to network and learn of any new information in employment field. In addition, Judy is a certified Enhanced Work Incentive Counselor and ACRE certified. She is also a board member and an officer for the New Hampshire Rehabilitation Association (NHRA), which promotes training opportunities for professionals in the field of rehabilitation.

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Geographic Area Served: Greater Concord and Lakes Region

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Years of Experience: 25+

Years with GSIL: 15

Education: UNH, M.Ed.

Training/Certification: Certified Enhanced Work Incentive Counselor 2011  
ACRE Certified June 2009

Awards: NHRA President's Award

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Judy Sanderson, Director  
Granite State Independent Living  
163 Manchester Street, Unit 3  
Concord, NH 03301

**Paula Gay**, CESP, Employment Coordinator, Granite State Independent Living

Paula has been with Granite State Independent Living since February 2010. Decades of accounting and business management in many industries afford her a broad and profound understanding of how companies function. She knows the value of well-placed employees and maximizing their skills not only for profitability but for growth, pride and dignity of the employee.

Paula is ACRE certified, participates in the regional Workforce Coalitions and is constantly expanding her knowledge base. She has experience working with Community Access, the Deaf & Hard of Hearing Community, and individuals with Brain Injuries, Autism, and several other types of disabilities. Many years in the business arena gives her much experience in networking, creative solutions and understanding diversity in the workplace.

Paula created a community newspaper using creative networking and bartering of services. She also, filled the roles of Publisher and Editor. The paper addressed unemployment issues and bringing communities together for support and resources. Having a personal knowledge of the impact and barriers that can exist when one is unemployed gives her the compassion and skills needed to help others be successful.

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Geographic Area Served: Greater Nashua, Greater Manchester, Greater Concord and Lakes Region

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Business Experience: 30+ years

Employment Coordination Experience: 2.5 years

Training/Certification: ACRE Certified 2010

Certified Employment Support Professional (CESP), November 2011

Self-Employment and Entrepreneurship Training, Griffin-Hammis Associates  
2010-11

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Paula Gay, CESP, Employment Coordinator  
Granite State Independent Living  
23 Factory Street, STE 6  
Nashua, NH 03060

**Katherine (Kathy) LaBarre**, Financial Planning for Employment Lead Trainer, Granite State Independent Living

Kathy started working at Granite State Independent Living (GSIL) in January 2008 in the Work Incentives Planning and Assistance (WIPA) program as a Community Work Incentives Coordinator after working for 30+ years at the Social Security Administration.

As a 30-year veteran of the Social Security Administration, she has a full working knowledge of all the programs under Social Security. She held the following field office positions over her 30 years: Claims Clerical, Service Representative, Claims Representative, Technical Expert, and Management Support Specialist.

Since beginning at GSIL in the WIPA program she has developed trainings for statewide professionals in New Hampshire who work with individuals with disabilities that are seeking employment and/or are employed (for example, case managers, employment supports, etc). These trainings are meant to assist in helping these employees answer questions about how earnings will affect the disability benefits individuals receive. She has also met one-on-one with beneficiaries to counsel them about how working and increasing their earnings will help them better their financial well-being.

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Geographic Area Served: Greater Concord and Lakes Region, Greater Keene

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Years of Experience: 37

Years with Agency: 4

Training/Certifications: Community Work Incentives Coordinator (CWIC)  
Social Security Self-Employment Training  
Social Security Plan for Achievement of Self-Support (PASS) Training

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Kathy LaBarre  
Granite State Independent Living  
Financial Planning for Employment  
163 Manchester Street, Suite 3  
Concord NH 03301  
603-410-6551  
[klabarre@gsil.org](mailto:klabarre@gsil.org)



**Keri Harrington**, Financial Planning for Employment Program Director, Granite State Independent Living

Keri has worked in the human service field for over 6 years. She came to GSIL after working with individuals with developmental disabilities, cognitive disabilities, and chronic medical conditions. She believes in the value of educating individuals on their benefits (State, Federal, etc.) and the importance of employment. Keri believes in giving individuals the most accurate information to make informed employment decisions on their own.

Keri has been involved in several projects regarding work incentives, benefits and employment for the Medicaid Infrastructure Grant, and she is involved in the Benefits Taskforce and Greater Nashua's Assets Building Coalition. She continues to attend different trainings and conferences to expand her knowledge. Also, she has conducted numerous trainings for the National Alliance on Mental Illness (NAMI) and the UNH Institute on Disability (IOD).

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Geographic Area Served: Greater Nashua, Greater Manchester, Greater Concord and Lakes Region, and Greater Keene

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Years of Experience:	6
Years with Agency:	2
Education:	BA in Sociology
Training/Certifications:	Community Work Incentives Coordinator (CWIC) BOND Work Incentives Counselor (WIC) Work CDR Specialist Social Security PASS and Self-Employment Training

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Keri Harrington  
Granite State Independent Living  
163 Manchester Street, Suite 3  
Concord, NH 03301

## **Mary Hinds, Vocational Coordinator – Common Ground/Northern Human Services**

**About Mary:** (from letter of recommendation written by Mark Vincent, Director of Common Ground.)

“Mary’s role has been to assist those we serve in finding jobs that match their individual skills and desires. She listens respectfully, supports as invisibly as possible and gently guides both the person served and the employer, as needed... She is kind and soft spoken, yet a very strong advocate for the rights of those served to work in the community. Her success is well documented – various articles have been written about Common Ground’s successful employment program. Our success has been largely due to her success... Mary is a leader, by example, in how to assist people to find jobs and retain jobs.”

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Geographic Area served Region I – Whitefield, Littleton, and Woodsville, NH areas, including east to Lincoln, west to Vermont border, north to Lancaster, and south to Waterville Valley.

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Years of Experience: 15

Years with Agency: 15

Education: B.S. in Education, Plymouth State University, Plymouth, NH

Training/Certifications:

Certified Employment Support Professional (CESP): December 2011.

ACRE (Association of Community Rehabilitation Educators) April 2012.

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Terri Tedeschi, Employment Specialist NHVR

Terri Tedeschi has over ten years of experience as a Career Counselor. She has been with NHVR as the Employment Specialist in the Concord Office since October 2010. She has worked extensively with customers experiencing a diversity of barriers to employment. She also networks with a wide variety of employers in the Greater Concord area in order to stay current with employment opportunities and educate them regarding the advantages of hiring an individual with a disability.

Terri has a BS in Special Education and is a Certified Job and Career Transition Coach, a Global Career Development Facilitator, as well as a Certified Employment Support Professional. She was awarded a "Great Customer Service Award" from the State of NH, Department of Health and Human Services for her work with welfare recipients. She has also worked in public schools as a Special Education Teacher.

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Geographic Area served: Greater Concord, NH

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Years of Experience: 11

Years with Agency: Since 2010

Education: Southern Connecticut State University - Ba: Special Education

Training/Certifications:

Certified Employment Support Professional December/2011

ACRE Certified – May/2011

Awards/Recognition:

Great Customer Service Award – State of NH, Department of Health and Human Services

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Terri Tedeschi, Employment Specialist  
New Hampshire Vocational Rehabilitation  
2 Industrial Park Drive  
Concord, NH 03301

Sarah Heffner - Career Resource Specialist, **Work Opportunities Unlimited, Inc.**

Sarah started working at Work Opportunities Unlimited (WOU) in 2012. Prior to joining Work Opportunities Sarah had a successful career in the physical fitness field across the country as well as in the hospital field in Concord, NH. Sarah's work with clients, patients, and family members gives her a unique perspective on a Team approach to services. With a solid understanding of client services, the job search process and compassion for those with disabilities, Sarah is well suited in her role as a Career Resource Specialist. Sarah firmly believes in the philosophy that there is a job for everyone, relies on a systematic approach to the job search process, and works with her clients in a participative manner while monitoring results on a weekly basis.

Sarah has a strong belief in WOU's Core Values in that "all people can work". Sarah takes a very individualized approach in getting to know people's strengths and abilities. She also assists them in finding their career minded job. Sarah's approach has led to a wide variety of placements in various occupations.

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Geographic Area served: Greater Concord and Lakes Region, NH areas

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Years of Experience: 4

Years with Agency: Since 2012

Education: University of Florida – BS Exercise Science

Training/Certifications: ACRE Certified – Anticipated Spring 2013

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Sarah Heffner, Career Resource Specialist and Business Development Specialist  
Work Opportunities Unlimited Inc.  
90 Airport Road, Suite 10  
Concord, NH 03301

Scott Niemczura - Career Resource Specialist and Director **Work Opportunities Unlimited, Inc.**

Scott started working at Work Opportunities Unlimited (WOU) in 2010. Prior to joining Work Opportunities Scott had a successful career in sales, where he spent 10 years providing outstanding customer service. With a solid understanding of the job search process and compassion for those with disabilities, Scott is well suited in his role as a Career Resource Specialist and Director of the Greater Concord/Lakes Region markets. Scott firmly believes in the philosophy that there is a job for everyone, relies on a systematic approach to the job search process, and works with his clients in a participative manner while monitoring results on a weekly basis.

Scott has a strong belief in WOU's Core Values in that "all people can work". Scott takes a very individualized approach in getting to know people's strengths and abilities. He also assists them in finding their career minded job. Scott's approach has led to a wide variety of placements in various occupations.

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Geographic Area served: Greater Concord and Lakes Region, NH areas

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Years of Experience: 5

Years with Agency: Since 2010

Education: University of Massachusetts – BA Marketing

Training/Certifications: ACRE Certified – Anticipated Spring 2013

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Scott Niemczura, Career Resource Specialist, Business Development Specialist and Director  
Work Opportunities Unlimited Inc.  
90 Airport Road, Suite 10  
Concord, NH 03301

Carol Geleas, Vocational Team Leader- Northern Human Services/Wolfeboro NH

Carol has been an employment specialist for the past 4 years. She has worked in the Human Service field for the past 15 years. She works with adults with Developmental Disabilities find and retains employment that matches their abilities and interests.

In the past four years she has made many successful placements, as well as had one employer awarded employer of the year. She is kind and compassionate, and shows a great deal of dedication to those she supports.

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Geographic Area served - Region 1 – Wolfeboro, Ossipee, and surrounding towns.

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Years of Experience 4

Years with Agency 4

Training/Certifications

Certified Employment Support Professional (CESP) 2011

Association of Community Rehabilitation Educators (ACRE) 2012

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Carol Geleas  
Vocational Team Leader  
70 Bay ST  
Wolfeboro, NH 03894

Kathleen Wichland, Autism Spectrum Disorder Specialist and Job Developer

Kathleen has been working as a professional support to the developmentally disabled in New Hampshire since 2009. After working as a mentor in college for students on the Autism Spectrum, Kathleen began providing her supportive services to cognitively impaired adults at an area agency in Keene, NH. Soon after Kathleen began working with emotionally challenged adolescents at Crotched Mountain Rehabilitation Center, and then narrowed her interests by working with a small group of adolescents on the severe side of the Autism Spectrum. While working with these students Kathleen developed the skills needed to provide vocational training and to encourage independent living skills. Kathleen began working as an Independent Contractor in 2012 in Concord, NH. There she works with a small client base where she devotes 100% of her time and efforts to each client. Kathleen provides transportation, financial case management, and social and physical activity outreach opportunities to her clients, all while encouraging independence. Kathleen specializes in cases with adolescents and adults on the Autism Spectrum.

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Geographic Area served: Concord, and Keene Regional Office Areas

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Years of Experience: 5

Education: Keene State College- BA in Psychology and Political Science

Training/Certifications: Paraprofessional Certification issued 2011

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Kathleen Wichland  
253 Wellington Road  
Rindge, NH 03461

Rodney A. Allard, Managing Partner  
Endeavors Employment LLC.

In 2007, Rodney formed Endeavors Employment LLC after spending a number of years in social services and sales. Having been born and raised in Manchester, NH Rodney knew he would be able to directly affect the lives of his clients by using his connections with many NH companies. His honesty and direct guidance has led to the successful placement of multiple clients and continues to build his network of companies interested in employing them!

Rodney believes in focusing on an individual's ability not their disabilities and has a direct relationship with many agency managers who appreciate his approach. With many long term placements, including those that have surpassed 5 years, his track record stands for itself. **HE IS COMMITTED TO HELPING CLIENTS FIND THE BEST SUITABLE EMPLOYMENT TO MEET THEIR LONG TERM GOALS.**

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Geographic Areas Served: Manchester, Concord, Nashua Regional Office Areas

Competitive Employment

**Rodney Allard**  
**Owner, Managing Partner**  
**Endeavors Employment LLC**

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"Mr. Allard has always been very professional in his presentations; very honest about his clients and their aptitudes; and, once a client has been placed with us, we have found him to be very thorough in his evaluation of same." -Muriel Allard, President

"Rodney has been providing services to our organization for 6 years and because he is knowledgeable about his clients and our business, his people have been successful in their roles. Rodney goes above and beyond to ensure that his clients meet our needs, but also makes sure we are continuing to be a good match for them!"  
-David Harp, Owner



**Carrie Dudley, CRP/Employment Specialist, Career Visions**  
[www.linkedin.com/in/carriedudley](http://www.linkedin.com/in/carriedudley)



**Carrie** is the founder of **Career Visions**, a company working with NHVR since 2001. Prior to starting **Career Visions**, **Carrie** performed Direct Placement and Recruiting activities in NH. She has also worked with Health and Rehabilitative Services (HRS), in Florida, as a Support Coordinator through the Medicaid Waiver system.

**Carrie** has worked statewide with NHVR. She works with students transitioning from School to Work, individuals with diagnoses in Mental Health, Developmental Disabilities, Acquired/Traumatic Brain Injuries, and Blind and/or Deaf individuals. She has noted success with people with Asperger's, on the Autism spectrum, and with ADD/ADHD. In addition she collaborates with Area Agencies, Department of Corrections and Department of Labor.

**Specialties:**

Online Applications/Assessments	Interview Prep	Trades
Technical/Professional Industries	Entry Level Placements	Service Industries
Creative/Animal Industries	Resumes	Mobile Office

**Years of Experience:** 20

**Years with Agency:** 16

**Geographic Areas Served:** Portsmouth, Concord, Manchester, Nashua Area Offices

**Education:** BA Psychology, Clark University, Worcester, MA  
Masters work, Career Development, Springfield College, Springfield, MA

**Certifications:**

Association of Community Rehabilitation Educators (ACRE). Certified, 2010  
Certified Employment Support Professional (CESP) 2012

**Languages:** Intermediate French, Spanish, Basic ASL

Jack Bopp, Vocational Rehabilitation Counselor and Job Developer

Jack has worked in the field of vocational rehabilitation since 1975. Since 1980 he has been providing vocational rehabilitation services to persons with disabilities throughout New Hampshire. Jack established a private rehabilitation practice in 1986. Jack has extensive experience in the private rehabilitation field as well as two years' experience working as a Vocational Rehabilitation Counselor for NHVR.

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**Geographic Area served**– Concord and Keene Regional Offices,

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**Education:** MS Rehabilitation Counseling

**Certifications:** Certified Rehabilitation Counselor, Certified Case Manager, Certified Life Care Planner, Certified New Hampshire Vocational Rehabilitation Provider

**Awards:** Champion for Children Award - Southwest Region NH School Administrators Association (2007)

**Testimonial:** Almost twenty years ago, I ruptured 2 discs in my back and the neurosurgeon said I would be unable to return to the type of work I was doing. I had not been to college so what was I to do? Thank goodness the rehabilitation counselor assigned to me was Jack Bopp! He was able to see my potential. He arranged for job testing and when he found out I had always been interested in numbers, he encouraged me to check out accounting programs at local 2 year colleges. Not only did I get my associates degree, but my bachelor's and am now a CPA. If it wasn't for the creativity, skill, kindness and encouragement of Jack, I don't know where I would be now. He helped me turn a negative situation into a positive one, largely because of his vision and support way back then. My wife says "he was the catalyst that got the ball rolling to help make me a functional and producing member of society again"..... for that, we both will forever be grateful.

*~ Vocational Rehabilitation Client, New Hampshire*

Contact information:

**Jack Bopp**

Rehabilitation Services Associates, LLC

217 Hall Ave. PO Box 628

Henniker, NH 03242



*Connecting Individuals with Disabilities to Their Community*

John J. [Jack] Gibson, Career Development Specialist

## **Profile**

Following completion of Master of Science degree program in Rehabilitation at the University of Arizona, Jack has provided Rehabilitation Counseling and administrative services in hospital, clinic, and community rehabilitation settings in New York State. Populations served have included: Developmental Disabilities, Brain Injury (TBI), Autism, and individuals with Neurological and Orthopedic Impairments and Spinal Chord Injuries with primary emphasis the focus on development of positive employment outcomes.

Since relocating to New Hampshire in 2007, Jack joined the staff at Community Bridges as Career Development Specialist. Primary roles include: business development, vocational assessment and counseling, and job coaching to individuals in supported employment. Jack works closely with families, case managers, transition teams, and day and residential service providers to implement supported employment plans that provide optimal job matches with consistent long term follow-along supports.

## **Geographic Region Served**

Greater Concord and Merrimack County including the towns Deering, Weare and Hillsborough  
[Local Area #4]

## **Years of Experience – 35+**

## **Education**

Master of Science in Rehabilitation - University of Arizona

## **Training/Certifications**

National Certificate of Achievement in Employment Services [ACRE] – 2009

Certified Rehabilitation Counselor [CRC] – 1995 – 2010

## **Affiliations**

Concord Chamber of Commerce

New Hampshire State Rehabilitation Council [SRC] – 2010 - present

Concord Workforce Coalition

Employment Leadership Award Committee - 2012

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2 Whitney Road, Concord, NH 03301

**Constance Whitcher, Job Developer, Lakes Region Community Services.**

I was hired as a direct support professional and after two years moved to Career Advancement Services working with high School students at Plymouth Regional High School and Vocational Rehabilitation. My current position is Job Developer. Over the years I have worked with many people, and many personalities. There is a lot of hard work, preparation and time that goes into finding the right job for the right person, and it isn't always easy to teach. As it turns out, I have always learned as much from the people I have worked with as they have from me. I had the honor of attending the first Graduation of STRIDE in December. Four interns went through a rigorous internship program hosted by Sodexo at Plymouth State University. It took a lot of people, time and energy to get it off the ground but it was well worth the effort as it was a great success and the program will continue.

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Geographic area served

Grafton and Southern Belknap County

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Years of experience: 13+

Years with agency: 15+

Education:

Training/Certifications: ACRE CESP December 2011  
PHI

Awards/Recognition: Nominated the winner of **Employer of the Year 2012**

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Connie Whitcher  
Lakes Region Community Services  
Job Development  
Plymouth, NH



Laurie Vachon, LRCS Associate Director

Laurie has worked for LRCS for 23 years and has been dedicated to the development of career opportunities for the individuals supported through LRCS, local high school students and referrals from Vocational Rehabilitation. She has extensive experience in small business development and was awarded the NH Business Review Retail Entrepreneur of the year for 2012. Laurie oversees employment services provided through LRCS.

Small Business Developer  
ACRE Certified  
Employment Consultant  
Work Incentives Specialist  
Certified Employment Support Professional  
Extensive Knowledge of Business in Southern Grafton County  
Business Owner of Off the Hanger, LLC and Boomerang Used Furniture  
Knowledge of the job market  
Diversity of job placements  
Track record  
Supports offered in addition to job placement (i.e. transportation coordination, financial case management,

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Geographic Area served: Concord Regional Office Area, Berlin Regional Office Area,

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Years of Experience:	23 years
Awards/Recognition:	NHBR 2012 Excellence in Retail Entrepreneur
Years with Agency:	23 years
# of Customers Served last year:	Oversight of employment services for 45 individuals
Education:	BA Psychology, MBA Courses
Training/Certifications:	Small Business Developer ACRE Certified Work Incentives Specialist Certified Employment Support Professional Business Owner, Off the Hanger, LLC and Boomerang Used Furniture

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Contact Information	Laurie Vachon, Associate Director of LRCS PO Box 56 Plymouth NH 03264
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Joleen Welford, LRCS Employment Manager

Joleen started her employment with Lakes Region Community Services in 2009 after working in a mental health and medical background. Joleen is responsible for the oversight of employment-focused services on the LRCS Northern Team. This past year Joleen was instrumental in the development and implementation of the STRIDE sector-based internship program with Sodexo and Plymouth State University. This opportunity allowed several individuals on the Northern Team to participate in both a classroom-based educational program focusing on employment, as well as work five days a week at Sodexo dining services. This internship resulted in 75% of its first class being offered employment within the food service industry.

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Geographic Area served: Concord Regional Office Area

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Years of Experience: 4

Years with Agency: Since 2009

Education: Keene State College - BA: Clinical Psychology

Training/Certifications:

PHI Certified: Coaching Approach to Supervision

ACRE Certified

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Joleen Welford, Employment Manager

Lakes Region Community Services

583 Tenney Mountain Highway

Plymouth, NH 03264

Plymouth Office • 583 Tenney Mountain Highway, PO Box 56, Plymouth, NH  
•Phone-603.536.6394 Fax – 603.536.5548 • [www.lrcs.org](http://www.lrcs.org)



Joshua Furbish, Employment Specialist LRCS

Josh began working at Lakes Region Community Services in 2011 as a direct support staff after working for years as a building contractor. His diverse experiences with direct support, combined with his business experiences as a contractor gives him the unique advantage of being able to serve a wide variety of individuals and maintain a partnership with businesses. Josh believes in the transforming power of a good job, independence and the opportunity to contribute to the community. His approach is to focus on each job seeker's unique abilities and try to foster an atmosphere of optimism and independence. Josh has recently co-coordinated the first STRIDE internship training program, for individuals with disabilities, at Plymouth State University.

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Geographic Area Served: Grafton and Southern Belknap Counties

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**Years of experience:** 2

**Years with LRCS:** 2

**Education:** Pursuing a BA in business management from Plymouth State University

**Training:** ACRE training – 2011  
PHI training – 2011  
Person Centered planning training – 2012

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Joshua Furbish, Employment Specialist  
Lakes Region Community Service  
P.O. Box 56, Plymouth, NH 03264